GGEA WELCOMES OUR NEW EXECUTIVE DIRECTOR, PAUL KIM!

Hi everyone, I am happy to be your new Executive Director here at GGEA. I look forward to meeting everyone and working with you to build the strongest union possible. I’ve been in the labor movement for over 10 years. I have experience in all aspects of union representation and organizing from contract negotiations, to disciplinary hearings, lobbying, arbitrations, political campaigns, work site actions and external organizing. Most recently, I was a Lead Representative/Organizer for a union in the Bay Area where I helped manage a staff of representatives and their work. I believe in member led unions and public education. I’ve come to Garden Grove with that mindset to help organize and strengthen the voice of the membership. Thank you for the kind welcome and I look forward to the year ahead!

HAPPY RETIREMENT ARMON!

Armon Akerboom retired from his position as GGEA Executive Director at the end of 2018, having served in that capacity since 2015. Armon has been a well-known and respected member of our local chapter for 38 years and his wealth of knowledge and many years of service will be a tough act to follow. Armon held many positions in GGEA which included serving as GGEA President from 1992-96 during which EAC was formed, being the first recipient of the GGEA Human Rights Award, serving as an alternate to the NEA Board in the 1990’s which led to meeting vice-president, Al Gore, at his home in the Naval Observatory, and he was appointed to the bargaining team before he made tenure with the district. While serving on the bargaining team he saw the inception of PAR and progressive salary raises and benefits for our members over the decades. As a GGEA member, Armon was a Fulbright exchange teacher 1987-88. He taught Spanish and ELD at Los Amigos from 1996-2002 and was a TOSA for AVID and World Language from 2002-2015. Armon wants us to know that “in 38 years, I experienced tragedies, victories, frustrations, and accomplishments. Never allow bullying to go unchallenged. It’s been a wonderful career.” Enjoy your retirement Armon, it’s well deserved, thank you for your service to our members and our community!
Happy New Year! We’re more than half way through the school year, can you believe it?!

Outside of GGUSD, teacher unions have been quite active. Take for example the UTLA six-day strike which consisted of UTLA teachers, parents, students and community members. UTLA was able to reach and pass, by an 81% yes vote, a tentative agreement with LAUSD, that addressed issues impacting their schools, students and profession. Just last night, Oakland Education Association’s President, Keith Brown, announced that Oakland teachers voted overwhelmingly to authorize a strike after February 15. Reaching a decision to strike isn’t taken lightly, nor does it happen overnight. The local must organize with all stakeholders. While UTLA represents over 35,000 teachers and health and human service professionals, it was reported there was well over 50,000 people marching, a demonstration of organizing. In my twenty-three years with GGUSD I am not aware of any strike, but this past year was the first time, in my teaching career with the district, and after fourteen months of bargaining, GGEA went to arbitration for 3 days. Fortunately, a TA was reached. Belonging to, being involved with, and supporting your union is important. By doing so it continues to strengthen the organization’s influence and ability to improve the workplace conditions, pay, benefits, and job security of its members.

Kerry Nolan

Valued at $7,500

ENTER TO WIN!

SCHOOL LOUNGE MAKEOVER

EDUCATORS GIVE SO MUCH. WE’RE GIVING SOMETHING BACK.

We’ve seen your remarkable dedication firsthand and we’re proud to show our appreciation. So we would like to help you transform your school lounge to extraordinary.

NewSchoolLounge.com/CTA

©2018 CCNC. CA Lic#0543263 No cash or purchase necessary. See website for complete details.
Since September we have welcomed 27 new members to GGEA! Thank you for your support!

**Calendar of Events**

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<td>Lincoln’s Birthday/Holiday</td>
<td>2/25</td>
<td>Maternity Workshop</td>
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<td>2/12</td>
<td>Segments</td>
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<td>Rep Council</td>
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<td>2/14</td>
<td>Executive Board</td>
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<td>Read Across America Day</td>
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<td>President’s Day/Holiday</td>
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<td>2/21</td>
<td>Job Share Meeting</td>
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**Advocate Editorial Staff:**
Willie Burghard, Sara McCarthy, Kelly Nolan, Susan Kaylor

**Contributors this Month:**
Leslie Alpert, Terry Shepard, Human Rights Committee

**CALL FOR ARTICLES!**

Are you or your colleagues doing something fabulous at your school site? We would love to hear about it! The Advocate Team is looking for articles about YOU, our GGEA teachers and your students. We want to spread the word about the fantastic teaching, events, and successes happening at all the schools across our district. Please email your stories, articles, ideas, and photographs to ADVOCATE@ggea.org by Mar 9, 2019. We can’t wait to hear from you!

**JOIN our FACEBOOK group TODAY!**

Join Us: Facebook members search for “Garden Grove Education Association” and ask to join the group. Allow our administrators 24-48 hours to accept your request.

This is a closed group for members of GGEA only and not open to the public. If you have any questions, send a message to the group administrators or ask your rep.

**Welcome to GGEA’s Newest Member!**

Jeinine Urquiza

Since September we have welcomed 27 new members to GGEA! Thank you for your support!
RUNNING WITH TODD

Join Terry Shepard on March 17, 2019 at Irvine Valley College to run for her son Todd and all children who have lost their battle with cancer.

To join the team or contribute a donation to help the team reach their fundraising goal please visit: bit.ly/RunningwithTodd
DECEMBER IMAD WINNER: BRIDGET LOCKHART

The GGEA Human Rights Committee would like to present our December “I Make a Difference” Award winner Bridget Lockhart. We are thankful for her dedication to our students and colleagues by organizing the GGUSD Homegrown program, encouraging school pride with the “We are Rancho” campaign, and her volunteerism with the Seal Beach Animal Care Center. Bridget is a local who attended Hill, Jordan and graduated from Bolsa Grande High and then CSULB. Many of her first colleagues in GGUSD were former teachers and she is just now calling them by their first names. Bridget is proud to be a product of GGUSD and when she noticed just how many teachers she worked with had the same homegrown story, she wanted to shine a spotlight on what makes GGUSD such a great place, so about 8 years ago Bridget started collecting data and wrote an article for the GGEA Advocate. This is how HOMEGROWN in GGUSD began. After more data collecting, it was discovered that over 500 employees of GGUSD are Homegrown!

This is Bridget’s 20th year teaching English and 3rd year as Assistant Activities Director…all at Rancho Alamitos, “where I get to work with some of my best friends and some pretty awesome kids...like my niece and nephew who are currently freshmen. I love that I get to hang out with them on the daily now!” Bridget served on the GGEA Board for 7 years as HS Segment Director, Secretary, and 2nd VP. She has been on the Scholarship committee for 17 years and also worked as a co-editor for The Advocate for a few years. Currently Bridget is the chair of the Bargaining Committee. “I love being a part of such a strong organization that advocates for teachers and students. I am a very proud (and outspoken) union member.” Thank you, Bridget, for your contributions to your school community and the community-at-large!

NO SHAVE NOVEMBER’S MOST VALUABLE BEARD

For many, November is a time of giving thanks for family and friends. But for the male staff at Santiago High School, November is a time of itchiness, scruff and derision as they grow their beards for the League of Extraordinary Gentlemen's No-Shave November! At the end of the month, participants, some dressed in themed outfits, present their beards to judges in an effort to win the prestigious and coveted title of MVB, Most Valuable Beard.

While this annual tradition is fun for all, the goal is to raise money for Baskets of Love, a program which provides much needed Christmas baskets for needy Santiago families for the holiday season. This year's grand total was $4,000. In the seven years of hosting this event, an estimated $20,000 has been raised by Santiago students and teachers. The event brings the Santiago Cavalier family closer together while contributing to an amazing cause!
GGUSD State Preschool is excited to announce the opening of their STEAM lab. Through collaboration with the site teachers, TOSA, preschool coach, and Director, the STEAM lab is available to our students at Clinton Corner Family Campus for 30 minutes each week. Additionally, off-site preschool teachers can check out exciting materials to bring to their students and classrooms. The lab contains a variety of materials that students don’t typically have access to in their regular classrooms such as coding activities, magnetic walls, engineering projects, wind tunnels, and light tables. Our preschool teachers are looking forward to exposing their children to the many elements of STEAM!
The Advocate has received a special honor! The GGEA Communications Committee is pleased to announce that we are the recipients of the CTA Communications Award for best union publication for 2017-2018. Together with your articles and contributions, your Communications Committee has created a newsletter that celebrates the achievements of our teachers, nurses, and librarians and hopes to build community and pride districtwide. Thank you for being a part of our success!

CTA HONORS THE ADVOCATE

CTA membership comes with many great benefits including access to the only CTA-endorsed Disability Insurance plans from Standard Insurance Company (The Standard). Now, at no extra cost to you, when you protect your paycheck with CTA-endorsed Disability Insurance from The Standard, you can get access to two new benefits from CTA:

- Student Loan Benefit  
- Cancer Benefit

These added benefits are available exclusively for members enrolled in the CTA-endorsed Voluntary Disability Insurance plans on a qualified disability claim.

Learn more!  
Visit us at CTAMemberBenefits.org/Disability

*The benefits are offered by CTA to eligible members on approved disability claims under the CTA-endorsed Voluntary Disability Insurance plans with a disability date on or after 9/1/2018 who meet additional specific criteria. CTA provides these benefits at no extra cost, and The Standard acts only as the claims administrator of these benefits. Student Loan and Cancer Benefits are not provided under the Disability Insurance policy. For costs and further details of the coverage, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policies may be continued in force, please contact Standard Insurance Company at 800.522.0406 (TTY). Standard Insurance Company, 1700 SW Sixth Avenue, Portland, OR 97204 GP1580-LTD/STAND/CTA1 SI 20197-CTA/01 (08/18)
SPECIAL EDUCATION
RIGHTS, RESPONSIBILITIES, & INFORMATION

TEACHER & PERSONNEL RIGHTS

RIGHT TO REQUEST TRAINING
CA EC 56345 (a)(4) Ask for training (supports & services) if you feel you need it to help you fully implement a child’s IEP. Training must be specific to that child.

REQUEST TO DEVELOP, REVIEW, OR REVISE IEP CA EC 56343: An IEP team shall meet whenever a teacher or parent requests to develop, review, or revise an IEP.

PLACEMENT NOTIFICATION
CA EC 56347: General and Special Ed teacher MUST be notified in advance of the placement of a student with an IEP in their class! You must also be informed of your responsibilities in the IEP plan.

The regular education teacher of an individual with exceptional needs, to the extent appropriate, shall participate in the development, review, and revision of the pupil's individualized education program, including assisting in the determination of appropriate positive behavioral interventions and supports, and other strategies for the pupil, and the determination of supplementary aids and services, program modifications, and supports for school personnel that will be provided for the pupil, consistent with Section 1414(d)(1)(A) (i)(IV) of Title 20 of the United States Code.

DID YOU KNOW?

IEP MEETING
The placement of services is determined at the IEP meeting by the IEP team. All members must give feedback but do not necessarily have to agree to the decisions made. 75%

In the U.S. Individuals with Disabilities Education Act (IDEA), least restrictive environment (LRE) means that a student who has a disability should have the opportunity to be educated with non-disabled peers, to the greatest extent appropriate.

LEAST RESTRICTIVE ENVIRONMENT

Students with disabilities in California, 2017-18
Source: CDE, https://www.cde.ca.gov/sp/ae/se/cefspeced.asp

Instruction & Professional Development, California Teachers Association